

President's At Risk Pay
Metrics
2018-2019

BOARD APPROVED
DECEMBER 7, 2018
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CORPORATE SECRETARY

<u>Category</u>	<u>Objective</u>	<u>Weights</u>	<u>Goals</u>		
			<u>Threshold</u>	<u>Target</u>	<u>Stretch</u>
Student Affordability (20%)	Average debt of undergraduates Cost of attendance Time to degree (undergraduates)	8% 8% 4%	\$ 3,800 \$24,500 4.09 yrs	\$ 3,600 \$23,032 4.06 yrs	\$ 3,400 \$22,000 4.04 yrs
Student Success (25%)	4 year graduation rate 6 year graduation rate Freshman/Sophomore Retention Rate Do More in Four + Development	8% 5% 5% 7%	58.0% 80.0% 90.8% Y/N	60.5% 81.5% 92.0% Y/N	63.0% 83.0% 92.8% Y/N
Fundraising (30%)	Increase net production Increase cash net production Increase number of donors Increase student support	12% 6% 6% 6%	\$387M \$175M 88K \$92M	\$412M \$180M 90K \$96M	\$437M \$185M 92K \$100M
Operations (25%)	Research productivity Global student enrollment 6.30.19 Significant achievement in key initiatives	8% 5% 12%	\$640M 28,000	\$670M 31,000 Y/N	\$705M 34,000